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22 APR 1977

MEMORANDUM FOR: Career Management Officer, DDA

FROM: James H. McDonald
Director of Logistics

SUBJECT: Review of Retired Military Personnel
Employed by the Agency

REFERENCES: (a) Mult adsee memo dtd 18 Apr 77 fm
CMO/DDA, same subject (DDA 77-2165,
OL 7 1749)
(b) Mult adsee memo dtd 15 Apr 77 fm
C/SPD, subject: Review of Retired
Military Officers and Enlisted Men
Employed by the Agency

1. The Office of Logistics (OL) has reviewed the records and status of OL personnel receiving retired military pay. In general, OL's military retirees fall into two broad categories. OL's retired officers are almost exclusively retired Army officers who initially served as military detailees to OL's Planning Staff. The officers were then hired directly upon retirement at a time when the Army no longer detailed officers for this function. The other broad category of personnel is retired enlisted facilities maintenance technicians who were recruited because of their specific technical backgrounds in order to maintain and operate Agency overseas facilities.

2. OL's retired Army officers were specifically hired to perform the planning/liaison function related to OL's [REDACTED]

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Although there has been a significant drawdown in major overseas installations [REDACTED] and a significant reduction in paramilitary operations with the close-out of PM activities in Southeast Asia, the individual

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officers performing the planning/liaison function all additionally had extensive backgrounds related to the military logistics function. Because the Department of Defense has always been and remains a major source of Agency materiel, this background enabled these officers to rapidly become knowledgeable of OL's materiel management program and key managerial-level employees therein. The four retired officers remaining on duty with OL are grades GS-16, GS-15, GS-14, and GS-12 and, as noted in the attachment herewith, each has performed and continues to perform a valuable service which warrants continued employment. However, in today's world, their skills are not so unique that they could not be replaced by other OL careerists now on board if it becomes policy to reduce retired military annuitants.

3. OL's other two listed retired officers are both professional facilities engineers. Over the past 20 years, OL has had a chronic shortage of professional engineers; it has proven extremely difficult to recruit and retain qualified professionals because job requirements cover a broad range of engineering disciplines and necessitate extensive TDY and PCS travel overseas. Engineers with military experience have proven well suited and amenable to these job requirements. One of these officers was a lateral entry from the Office of Scientific Intelligence and has recently retired from the Agency; the other was hired directly in "Reserve Appointment" status and is currently serving as field project engineer for a major overseas accommodation project. Both officers offered unique professional skills and filled vacancies OL was unable to otherwise encumber. Performance has been satisfactory to good, and continued employment has been warranted.

4. The four engineering technicians were originally hired in a program to provide qualified maintenance and operation of overseas facilities. Concurrent with the drawdown of overseas facilities, however, GSA's maintenance and operation capabilities of the Agency's aging Headquarters plant have dwindled, and these technical specialists have been invaluable in providing and maintaining reliable utilities service to the Agency's critical communications, computer, and Watch Office functions.

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5. Each of the personnel identified on the attachment to reference (b) is listed in the attachment with current position title and status provided.

Signed: James H. McDonald

James H. McDonald

Att

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B. The value of their service and whether or not continued employment with the Agency is warranted:

All have performed and continue to perform in an acceptable manner which warrants continued employment, however, their value is no greater than others in their respective peer groups; and, if U. S. Government policy is to cut back on employment of "double-dippers," we could release these individuals and have at least two fully qualified individuals (already on board) who could fill any of these positions.

C. The primary reasons for hiring these retirees and efforts made to locate qualified candidates from other (non-retired) sources:

(1) OL's retired officers are almost exclusively retired Army officers who initially served as military detailees to OL's Planning Staff. The officers were then hired directly upon retirement at a time when the Army no longer detailed officers for this function. OL's retired Army officers were specifically hired to perform the planning/liaison function related to OL's many

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Although there has been a significant drawdown in major overseas installations under military cover and a significant reduction in paramilitary operations with the closeout of PM activities in Southeast Asia, the individual officers performing the planning/liaison function all additionally had extensive backgrounds related to the military logistics function.

(2) There has been no need to locate qualified candidates from other (non-retired) sources; we now have replacements aboard who are fully qualified to assume the positions these officers occupy at any time (if and when these officers retire or are released from employment).

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25X1A 5. [REDACTED]

6. [REDACTED]

A. The uniqueness of the skills being provided the Agency:

Both persons are graduate professional engineers with extensive overseas experience in facilities construction and maintenance.

B. The value of their service and whether or not continued employment with the Agency is warranted:

25X1A [REDACTED] has retired after 12 years of
25X1A satisfactory service. [REDACTED] continues to provide strong engineering service in a profession where OL is significantly understrength and, to date, unable to recruit replacements. Continued employment is in the best interests of the U.S. Government.

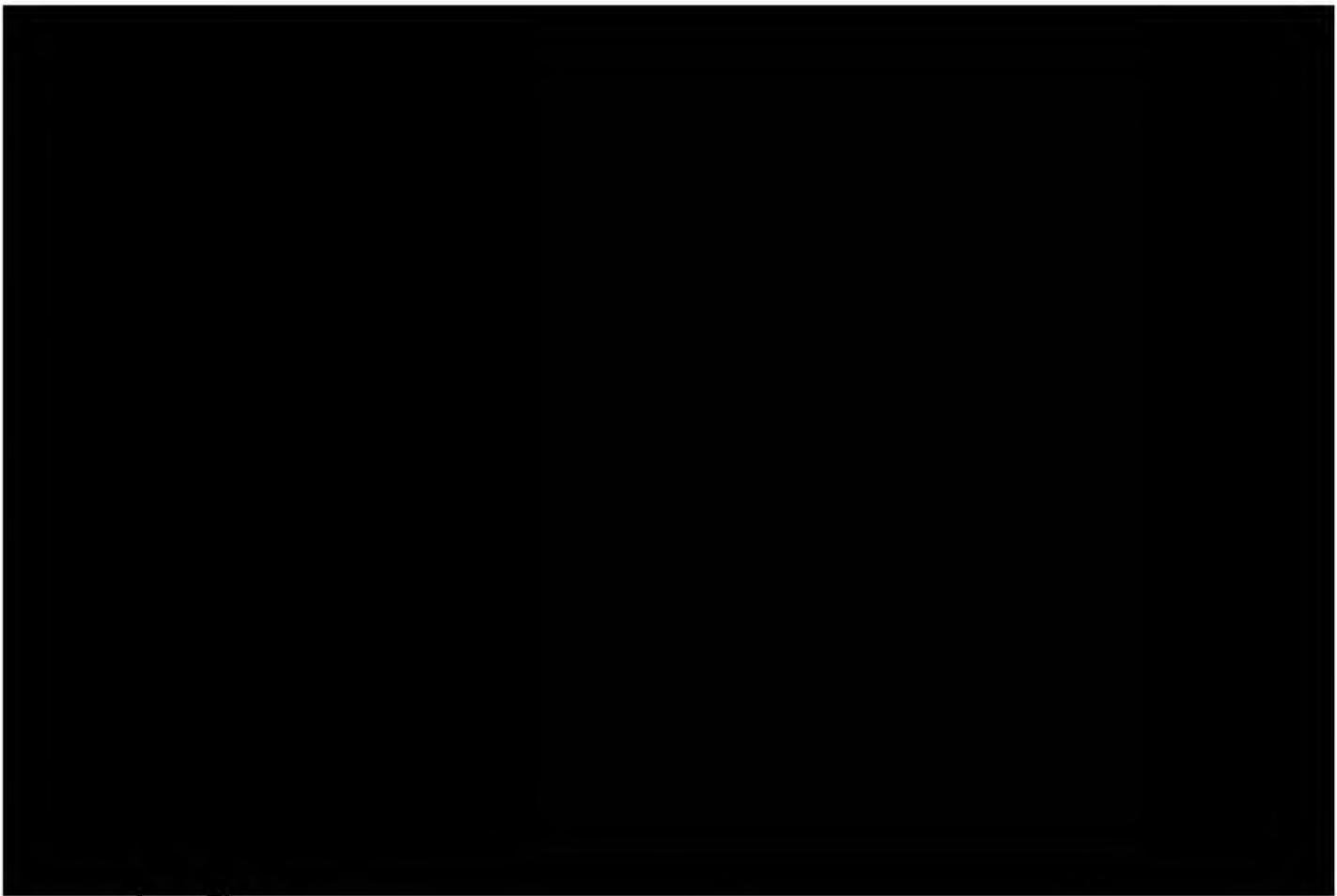
C. The primary reasons for hiring these retirees and efforts made to locate qualified candidates from other (non-retired) sources:

Both employees were hired for their unique skills, experience, and education. Despite intensive recruitment efforts, the Agency has been unable to fill all of its facilities engineering positions with qualified people.

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A. The uniqueness of the skills being provided the Agency:

All of the above personnel are highly skilled and experienced technicians specializing in facilities maintenance. Their backgrounds plus Agency experience and training make them a singular asset to the Agency.

B. The value of their service and whether or not continued employment with the Agency is warranted:

All of the above personnel continue to make valuable contributions to Agency programs at the strong to outstanding performance level. Their unique skills and Agency experience and training, while not irreplaceable, can only be duplicated by intensive, selective recruiting and 2 to 10 years on-the-job training.

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C. The primary reasons for hiring these retirees and efforts made to locate qualified candidates from other (non-retired) sources:

These individuals were hired for their technical skills and experience in facilities maintenance plus a willingness and ability to travel anywhere in the world for temporary or permanent duty on instantaneous notice. OL has recruited a few other personnel in this category and almost invariably they have had enlisted level military experience in the facilities maintenance field. Because of the extraordinary job and background requirements and because of limited career advancement potential, this is an extremely difficult recruitment category.

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A. The uniqueness of the skills being provided the Agency:

This individual has logistics experience acquired during his military service; however, his skills are not so unique as to preclude replacement should policy dictate that retired enlisted personnel not be retained.

B. The value of their service and whether or not continued employment with the Agency is warranted:

This new employee gives every indication of satisfactory performance, and continued employment is considered warranted unless policy dictates that retired military personnel not be retained.

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C. The primary reasons for hiring these retirees and efforts made to locate qualified candidates from other (non-retired) sources:

This employee was hired to fill long-standing vacancies in the supply clerk positions at the Agency's local depot. These positions carry low rank (GS-05), require manual labor, and offer limited potential for advancement; accordingly, they are difficult to fill. Recruitment is a continuous process, and military background, while desirable, is a minor consideration.

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A. The uniqueness of the skills being provided the Agency:

This individual was hired as a qualified photographer in a "blue collar" position with job requirements specified at a specific technical level. He resigned in November 1967 to enter the photography maintenance field and was reemployed in January 1971 as a mechanic, again a tradesman position with specified skills levels. These skills are not unique to a military background.

B. The value of their service and whether or not continued employment with the Agency is warranted:

The employee's services are satisfactory, and continued employment is warranted in the absence of a policy against retention of retired military personnel.

C. The primary reasons for hiring these retirees and efforts made to locate qualified candidates from other (non-retired) sources:

The individual was hired because of his photographic experience as an applicant against a vacancy notice. His military status was not a consideration.

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13. [REDACTED]

This individual was hired as a Supply Division records clerk circa 1975. He transferred to OGCR/DDI in August 1976 and has recently resigned. OL has destroyed his "soft file"; however, it can be stated that he was hired on general qualifications, and his military background was incidental to his employment.

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